

Berkeley HHS, Township of

PBA, Local 144

MEMORANDUM OF AGREEMENT

As a result of a negotiating session between the PBA Local 144 and the Township Administrator on April 3, 1984, many areas of agreement have been recognized. All provisions of the existing contract shall remain in full force and effect with the exception of the following:

1. There is to be a written contract signed by both the Township representatives and the PBA representatives and it shall be effective January 1, 1984 through December 31, 1985.

2. For the purpose of this agreement, all officers previously referred to as 5th year patrolmen who were hired before July 1, 1980 shall now be referred to as 6th year patrolmen. For the calendar year 1984, there shall be a salary increase of seven (7%) percent across-the-board for all police officers in the bargaining unit retroactive to January 1, 1984, as follows:

<u>Position</u>	<u>1984 Base Salary</u>
Lieutenant	\$30,114
Detective Sergeant	28,892
Traffic Sergeant	28,527
Sergeant	27,876
Detective & Juvenile Officer	26,708

J. 1, 1984. Dec. 31, 1985

<u>Position</u>	<u>1984 Base Salary</u>
Traffic Officer	\$26,178
6th Year Patrolman	25,692
5th Year Patrolman	25,038
4th Year Patrolman	24,393
3rd Year Patrolman	23,744
2nd Year Patrolman	23,094
Probationary Patrolman	18,068

3. For calendar year 1985, there shall be a salary increase of seven (7%) percent across-the-board for all police officers in the bargaining unit effective January 1, 1985, as follows:

<u>Position</u>	<u>1985 Base Salary</u>
Lieutenant	\$32,222
Detective Sergeant	30,914
Traffic Sergeant	30,524
Sergeant	29,827
Detective & Juvenile Officer	28,578
Traffic Officer	28,010
6th Year Patrolman	27,490
5th Year Patrolman	26,791

<u>Position</u>	<u>1985 Base Salary</u>
4th Year Patrolman	\$26,101
3rd Year Patrolman	25,406
2nd Year Patrolman	24,711
Probationary Patrolman	19,333

4. The clothing maintenance allowance for 1984 shall be increased from \$100.00 per annum to \$125.00 per annum. The clothing maintenance allowance for 1985 shall be \$150.00 per annum.

5. The Township shall continue to recognize the P.B.A. as a separate entity for collective bargaining purposes from the rest of the municipal employees.

6. Thirteen (13) paid holidays will be given annually to the Police Department.

7. During the life of this contract, the thirteen (13) holidays shall be incorporated as part of the base salary for pension purposes. This benefit shall be paid during the twenty-six (26) pay periods through the year as per the annual salary ordinance.

8. Vacation benefits shall be administered to allow the officer to begin his vacation at any time during his regularly scheduled tour of duty in accordance with a pre-arranged vacation schedule.

9. Vacations shall be in accordance with the following schedule:

<u>COMPLETED SERVICE (YEARS)</u>	<u>VACATION (WORKING DAYS)</u>
20 and above	28
15	23
10	20
5	15
1	10
1/2	5

10. During 1984 and 1985, all officers shall receive longevity payments for continuous service with the Township in the amount of \$50.00 for each year of service completed, but not to exceed \$1,250.00 (25 years of service). Payments for this benefit shall be made effective as of the first day of the new year following the year that the officer is appointed to the department. The longevity benefit is added to each officer's annual salary and paid at regular intervals.

11. All officers retiring with a retirement allowance based on service and age, granted and paid under the provisions of the Police and Firemen's Retirement System of New Jersey (PFRS) will receive a paid leave equal to three (3) months annual salary.

12. The Township Administrator's Office shall be responsible for disseminating information regarding hospitalization, major medical insurance, pensions and retirements.

13. The positions of Chief and Captain shall be excluded from the bargaining unit and the scope of this agreement.

14. At any time during the course of collective bargaining, the negotiating unit of the P.B.A. may have access to the governing body of the Township and may request a special meeting of the Township Committee.

15. Negotiations for ensuing contracts shall commence not earlier than August 1st nor later than October 10th preceding the expiration of the existing contract.

16. The employer shall grant time off without loss of pay to the Legislative State Delegate of the New Jersey State P.B.A. or his designee and the P.B.A. President or his designee, to conduct association business on the state or local level and to attend monthly state county conference and scheduled Tri-county conference meetings which require their attendance. If regular scheduled tours of duty are on a day of State P.B.A. meetings, then the delegate or his designee shall be excused from that day's tour of duty without any loss.

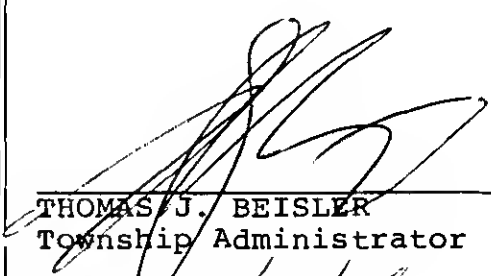
17. The "Rules and Regulations" governing the operation of the Police Department that have been adopted by resolution of the Township Committee on December 21, 1982, shall remain in full force and effect.

18. The clothing allowance for 1984 shall be \$375.00 per annum and the clothing allowance for 1985 shall be \$400.00 per annum.

19. There shall be a minimum of two hours' call-back time.

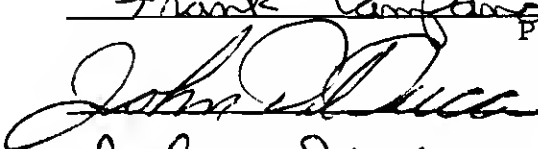
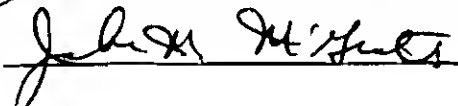
20. Traveling expenses as per current Township regulations shall become part of the PBA agreement.

21. For calendar years 1984 and 1985, all officers shall receive pay or compensatory time off at the rate of one and one-half (1-1/2) times for all authorized overtime work creating a work week in excess of forty (40) hours. If the officer is to be compensated in the form of pay, payment will be made upon submission of a voucher by said officer in a timely fashion during the year that the overtime was accrued. In all cases, it is the intention of the Township Committee that overtime be compensated in the form of compensatory time rather than pay, if practicable. The granting of compensatory time shall be at the discretion of the Chief of Police.


THOMAS J. BEISLER
Township Administrator

Dated: 5/21/84


President



Dated: